

Subject School Staff  
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### Overview

This bill requires that unlicensed staff be paid at least \$25 per hour, be paid during e-learning days, and receive paid training on specified topics; it also requires health insurance benefits for school employees at specific cost sharing levels and maintenance between academic terms. The bill also requires that third party contractors pay employees performing services under a contract with a district or charter school at least \$25 per hour, and that the employees receive paid training and pay during an e-learning period. In addition, the bill appropriates money for minimum wage rate aid, and the paid training.

### Summary

Section	Description
1	<b>Other school personnel. [E-learning days]</b> Requires a school district or charter school to pay employees their full wages and benefits for scheduled work hours during an e-learning period; and to allow employees to work from home to the extent practicable, be assigned to work in an alternative location, or be retained on an on-call basis for any potential need.
2	<b>Training on student behavior.</b> Requires a district or charter school to provide noninstructional staff at least 16 hours of paid orientation or professional development. Requires training on specified topics.
3	<b>Employees of contractors.</b> Requires a district or charter school that enters into a contract for services with a third party to require the third party to pay employees at least \$25 per hour. Requires a school board to renegotiate a contract in effect as of July 1, 2024, to require the third party to pay employees the minimum rate, 16 hours of paid orientation or professional development, and wages for e-learning days.

Section	Description
4	<p><b>Individualized education programs.</b></p> <p>Requires a paraprofessional assigned to work alone with a student with a disability to be given paid time or time during the school day to review the student's individualized education program or be briefed on the student's specific needs.</p> <p>Requires a paraprofessional and certain other district staff employed to support students with disabilities to be provided at least 16 hours of paid orientation or professional development annually.</p>
5	<p><b>Minimum wage rate aid.</b></p> <p>Requires a school district or charter school to pay unlicensed employees at least \$25 per hour, and provides districts and charter schools minimum wage rate aid.</p>
6	<p><b>Premium costs for school employees.</b></p> <p>Requires a school district, charter school, or cooperative unit to participate in employee health care cost sharing at certain levels, provide health insurance benefits to employees who work at least four hours during a regular work day, and to maintain health insurance benefits during a period between successive academic years or terms.</p>
7	<p><b>Appropriations.</b></p> <p>Appropriates money for increasing the minimum starting salary for nonlicensed school personnel to \$25 per hour, and for paraprofessional training.</p>



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